A39.40-1.74 4/89

College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 3 April 1989

WESTERN REGION (WCPA)

Arizona State University
California Institute of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State University - Fresno
California State University - Hayward
California State University - Long Beach
California State University - Los Angeles
California State University - Sacramento
University of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Monterey Institute of International Studies
University of Nevada - Reno
Oregon State University
University of Oregon
Portland State University
University of Redlands
Saint Mary's College
San Diego State University
University of San Francisco
San Jose State University
Santa Clara University
University of Southern California
University of Southern California - Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed comprise the **Western** Region.

The data are based on salary offers made to students graduating between September 1, 1988, and August 31, 1989. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (March 1, 1989, through April 5, 1989) and cumulatively (September 1, 1988, and April 5, 1989).

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BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/1/89 THROUGH 4/5/89							CUMULATIVE PERIOD 9/1/88 THROUGH 4/5/89						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	21	844	$25910	$26118	$27000	$26000	$25000	113	2791	$23925	$25555	$26500	$24996	$20000
ACCOUNTING (PRIVATE)	20	215	24480	23306	25800	25000	21000	40	583	24634	23628	27500	25000	21000
COMMERCIAL BANKING (CNSMR	+	23	+	21509				3	71	24200	21691	*	*	*
COMMERCIAL BANKING (LENDG	+	27	+	22424				3	69	16000	21982	*	*	*
INVESTMT BANKING (CORP FN	+	8	+	24397				1	20	22500	24874	*	*	*
INVESTMT BANKNG (M & A)	+	2	+	26750				+	5	+	28040			
INVESTMT BANKG (REAL EST)	+	1	+	19800				+	5	+	17700			
INVESTMT BANKG (SALES & T	+	6	+	24433				+	11	+	22646			
FINANCIAL/TREASURY ANALYS	11	113	21064	25843	*	*	*	23	249	21804	25129	25000	22000	18000
PORTFOLIO MGMT/BROKERAGE	+	20	+	21021				2	32	23250	21441	*	*	*
UNDERWRITING	+	13	+	18930				3	43	20493	20224	*	*	*
MARKETING														
ADVERTISING	+	8	+	21638				+	21	+	19287			
BRAND/PRODUCT MANAGEMENT	3	35	21000	22445	*	*	*	15	123	20948	23610	*	*	*
BUYER/MERCHANDISING	2	52	21500	21499	*	*	*	11	196	22247	21968	*	*	*
MARKET RESEARCH	1	20	12600	22102	*	*	*	5	54	21633	22753	*	*	*
SALES	4	295	21650	23021	*	*	*	43	765	22571	22945	28500	20400	16800
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	7	+	20929				1	21	15360	22708	*	*	*
MEDIA PLANNING	+	2	+	18500				1	13	29400	20504	*	*	*
ON-AIR REPORTING	+	+	+	+				+	2	+	18000			
PRODUCTION	+	7	+	23836				+	21	+	21615			
PUBLIC RELATIONS	+	7	+	20803				4	45	19400	19528	*	*	*
WRITING / EDITING	+	20	+	21110				1	40	18000	18604	*	*	*
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	7	+	18926				1	19	15000	18537	*	*	*
FINANC,TAXA, MONETARY POL	5	11	20194	21561	*	*	*	7	33	20825	21449	*	*	*
ECONOMIC PROGRAMS	+	5	+	20000				+	9	+	19108			
LAW ENFORCEMENT	+	7	+	21175				6	29	21117	20683	*	*	*
MILITARY	+	10	+	21553				+	65	+	21346			
NATIONAL SECURITY	+	1	+	19493				+	10	+	23430			
URBAN / REGIONAL PLANNING	+	2	+	15780				2	12	24240	22839	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	+	36	+	20070				4	84	24450	2[illegible]35	*	*	*
COUNSELING	+	12	+	15094				3	29	18792	16306	*	*	*
FUNDRAISING / DEVELOPMENT	+	1	+	16500				+	2	+	20000			
SOCIAL WORK	+	10	+	15230				+	24	+	17184			
ENGINEERING														
BIOENGINEERING	+	23	+	31213				+	37	+	31113			
DESIGN / CONSTRUCT	1	285	14400	29376	*	*	*	34	907	27383	28543	31800	27246	24400
ENVIRONMENTAL/SANITATION	2	40	25952	28719	*	*	*	15	101	28219	28262	*	*	*
MANUFACTURING/INDUSTRIAL	+	502	+	30773				47	1406	29921	30586	33456	30420	25580
SYSTEMS / PROGRAMMING	+	41	+	30326				3	152	27067	29858	*	*	*
POWER SYSTEMS	4	45	39150	30564	*	*	*	3	152	33431	30040	*	*	*
SOFTWARE DESIGN & DEVELOP	+	100	+	29761				9	198	31012	29651	*	*	*

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/1/89 THROUGH 4/5/89							CUMULATIVE PERIOD 9/1/88 THROUGH 4/5/89						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
HARDWARE DESIGN & DEVELOP	+	57	+	$30336				6	142	$28317	$30322	*	*	*
RESEARCH & DEVELOPMENT	3	145	$32300	31496	*	*	*	13	357	29932	30793	*	*	*
TESTING	2	44	24342	28294	*	*	*	17	146	30300	28498	*	*	*
PROCESS ENGINEERING	4	231	27116	32186	*	*	*	16	851	30110	32019	*	*	*
OTHER ENGINEERING	+	203	+	30924				9	422	29778	30339	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	4	145	30875	27567	*	*	*	19	472	27409	27106	*	*	*
INFORMATION SYSTEMS	1	94	32500	27043	*	*	*	8	235	32585	26932	*	*	*
SYSTEMS ANALYSIS & DESIGN	3	102	32433	28261	*	*	*	11	241	28929	27792	*	*	*
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	8	+	26125				+	24	+	26887			
AGRICULTURE/NAT'L RESOURC	+	20	+	19926				1	54	25200	21454	*	*	*
ARCHITECTURE	1	3	48000	33693	*	*	*	14	22	24651	24193	*	*	*
CONSULTING	1	177	19200	28035	*	*	*	4	391	24575	27682	*	*	*
HUMAN RESRCS /INDUS RELS	+	30	+	20929				5	92	21062	21914	*	*	*
MANAGEMENT TRAINEE	21	244	18641	21389	$21000	$18200	$16500	65	752	20198	21403	$23000	$19500	$15360
MATH/STATISTICIANS	+	5	+	26576				1	17	27000	23210	*	*	*
NURSES / PERSONAL CARE	+	15	+	23283				6	92	25454	23094	*	*	*
OTHER HEALTH RELATED (EX	+	18	+	24823				+	163	+	27777			
PARALEGAL	+	2	+	23250				+	4	+	21855			
PERFORMING ARTS (ENTERTAI	+	+	+	+				1	3	17000	15000	*	*	*
RESEARCHERS NON-TECHNICAL	1	7	18700	23813	*	*	*	2	14	25350	23746	*	*	*
RESEARCHERS - TECHNICAL	+	5	+	20198				+	15	+	20142			
TEACHING	1	113	21600	19385	*	*	*	5	268	22960	18712	*	*	*
TOTALS	116	4531						612	13226					

* Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 3/1/89 THROUGH 4/5/89

CUMULATIVE PERIOD 9/1/88 THROUGH 4/5/89

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH
BUSINESS														
ACCOUNTING	47	1016	$24631	$25509	$26500	$25000	$19493	163	3301	$23671	$25232	$26500	$24400	$19430
BUSINESS ADMIN (INCL MGMT	1	159	18200	21244	*	*	*	23	608	22045	22063	25500	22000	18000
DISTRIBUTION MANAGEMENT	+	2	+	26250				+	41	+	24233			
ECONOM & FINANCE (BANKING	9	342	20800	24295	*	*	*	29	760	21980	23892	24996	22000	18000
HOTEL/RESTAURANT MGMT.	+	35	+	19822				8	101	20000	19786	*	*	*
HUMAN RSRCS (incl LABOR R	+	19	+	23438				9	51	21842	22320	*	*	*
MANAGEMENT INFO SYSTEMS	+	143	+	26908				4	318	27981	26995	*	*	*
MARKETING/MARK MGMT (RESR	16	208	19569	22687	*	*	*	63	686	21260	22314	25000	21000	18000
REAL ESTATE	3	4	20000	19750	*	*	*	5	10	19800	21573	*	*	*
COMMUNICATIONS														
ADVERTISING	+	11	+	17302				+	21	+	18229			
COMMUNICATIONS	2	78	18200	20431	*	*	*	9	145	22511	20149	*	*	*
JOURNALISM	+	11	+	21300				5	41	20920	19261	*	*	*
TELECOMMUN/BROADCASTING	+	7	+	21871				+	16	+	18005			
EDUCATION														
ELEMENTARY EDUCATION	+	71	+	19239				+	155	+	18339			
PRE-ELEMENTARY EDUCATION	+	5	+	19195				+	9	+	16481			
PHYSICAL EDUCATION	+	10	+	17969				2	19	28800	18408	*	*	*
SPECIAL EDUCATION	+	26	+	20125				+	50	+	19923			
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	4	+	22420				+	16	+	18574			
TEXTILES & CLOTHING	+	10	+	20530				+	36	+	18860			
MERCHANDISING MANAGEMENT	3	8	18200	19700	*	*	*	4	15	19275	20173	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	8	+	21138				+	18	+	20385			
LETTERS (incl English, Li	1	23	18000	18661	*	*	*	5	58	19880	19118	*	*	*
VISUAL & PERFORMING ARTS	+	8	+	16875				4	27	14790	15997	*	*	*
HUMANITIES - OTHER	+	12	+	21463				6	43	20333	21819	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	7	+	21986				1	25	22000	20214	*	*	*
HISTORY	+	12	+	22016				1	25	19800	20377	*	*	*
POLITICAL SCIENCE/GOVT	1	30	21000	22757	*	*	*	5	54	20680	21308	*	*	*
PSYCHOLOGY	+	46	+	16801				5	96	19475	17536	*	*	*
SOCIOLOGY	1	12	19200	19853	*	*	*	4	30	23300	19672	*	*	*
SOCIAL SCIENCES-OTHER	+	12	+	20609				+	40	+	19373			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	73	+	29295				7	167	29458	29273	*	*	*
AGRICULTURAL	+	9	+	27038				1	15	15360	24788	*	*	*
ARCHITECTURAL	+	8	+	26800				4	14	21039	25091	*	*	*
BIOENGINEERING & BIOMEDIC	+	4	+	31025				+	10	+	28194			
CHEMICAL	1	346	35000	33055	*	*	*	5	882	32548	32906	*	*	*
CIVIL	1	119	31440	27150	*	*	*	28	443	27026	26192	29496	27492	24400
COMPUTER	+	70	+	30155				2	150	30888	29861	*	*	*
ELECTRICAL/ELECTRONIC	14	493	27929	30480	*	*	*	63	1319	30121	30261	34000	31700	24342

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/1/89 THROUGH 4/5/89							CUMULATIVE PERIOD 9/1/88 THROUGH 4/5/89						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
INDUSTRIAL	1	90	$14400	$30072	*	*	*	5	281	$27420	$29531	*	*	*
MECHANICAL	1	435	20463	30636	*	*	*	38	1362	28969	30399	$32640	$29700	$24352
METALLURGICAL	+	32	+	31041				1	71	31992	30056	*	*	*
MINING (INCL GEOLOGICAL)	+	5	+	29080				+	13	+	26602			
NUCLEAR	+	12	+	30903				+	17	+	31091			
PETROLEUM	+	8	+	34650				1	70	38100	32482	*	*	*
TEXTILE	+	+	+	+				+	3	+	27333			
ENGINEERING TECHNOLOGY	1	88	30000	27814	*	*	*	15	242	28978	28019	*	*	*
INDUSTRIAL TECHNOLOGY	+	15	+	26186				5	41	27748	25969	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	+	3	+	25333				4	28	20358	22452	*	*	*
ANIMAL SCIENCES	+	5	+	18340				+	12	+	18592			
PLANT SCIENCES	+	1	+	23000				+	6	+	18547			
NATURAL RESOURCES	+	1	+	21000				1	2	22800	21900	*	*	*
OTHER AGRICULTURAL SCIENC	+	9	+	20495				+	27	+	20708			
COMPUTER SCIENCE														
COMPUTER SCIENCE	11	194	29673	28637	*	*	*	48	551	29206	27895	33600	29640	24000
COMPUTER PROGRAMMING	+	26	+	30100				+	52	+	28116			
INFORMATION SCIENCES & SY	+	48	+	26204				5	142	29400	26308	*	*	*
SYSTEMS ANALYSIS	+	2	+	28000				+	10	+	28460			
HEALTH SCIENCES														
ALLIED HEALTH	+	2	+	21020				+	46	+	23822			
HEALTH SCIENCES	+	1	+	30000				+	24	+	19180			
NURSING	+	13	+	23788				6	93	25454	23163	*	*	*
PHARMACY	+	9	+	29067				+	74	+	35400			
SCIENCES														
ACTUARIAL	+	2	+	28500				+	8	+	29913			
ARCHITECTURAL & ENVIRONME	1	2	48000	29500	*	*	*	10	16	26096	25020	*	*	*
BIOLOGICAL	1	12	18700	20303	*	*	*	1	26	18700	19855	*	*	*
CHEMISTRY	+	15	+	25593				+	71	+	28569			
GEOLOGY & GEOLOGICAL SCI	+	5	+	22740				+	10	+	22886			
MATHEMATICS	+	34	+	26822				6	94	27740	25710	*	*	*
PHYSICS	+	1	+	23500				+	8	+	26594			
OTHER PHYSICAL & EARTH SC	+	+	+	+				1	11	18000	22655	*	*	*
TOTALS	116	4531						612	13226					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

WCPA REGIONAL Report No. 3 APRIL 1989

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/1/89 THROUGH 4/5/89							CUMULATIVE PERIOD 9/1/88 THROUGH 4/5/89						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	+	60	+	$28569				+	206	+	$28624			
MBA--NON-TECH	+	105	+	33068				+	226	+	33035			
MBA--TECH	+	28	+	41296				+	63	+	39325			
MS-BUSINESS	+	3	+	32767				+	19	+	30058			
DISTRIBUTION MANAGEMENT	+	+	+	+				+	1	+	30900			
ECONOMICS & FINANCE (BANK	+	11	+	37019				+	49	+	35669			
HOTEL/RESTAURANT MNGMT	+	+	+	+				+	+	+	+			
HUMAN RESOURCES (INCL LAB	+	6	+	31483				+	11	+	30036			
MANAGEMENT INFORMATION SY	+	8	+	27263				+	23	+	29481			
MARKETING/MKTNG MGT (RESE	+	+	+	+				+	15	+	31687			
MERCHANDISING MANAGEMENT	+	+	+	+				+	1	+	21000			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	+	+	+			
COMMUNICATIONS	+	2	+	24000				+	3	+	26000			
JOURNALISM	+	1	+	22400				+	1	+	22400			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				+	5	+	19660			
ELEMENTARY EDUCATION	+	5	+	24885				+	8	+	23053			
PHYSICAL EDUCATION	+	+	+	+				+	+	+	+			
READING EDUCATION	+	+	+	+				+	+	+	+			
SPECIAL EDUCATION	+	1	+	20000				+	7	+	22212			
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	1	+	23107			
LETTERS	+	+	+	+				+	2	+	23250			
VISUAL & PERFORMING ARTS	+	3	+	15000				+	4	+	17000			
HUMANITIES - OTHER	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	+	+	+				+	+	+	+			
HISTORY	+	+	+	+				+	2	+	19863			
POLITICAL SCIENCE / GOVT	+	1	+	38400				+	2	+	29200			
PSYCHOLOGY	+	3	+	28167				+	6	+	23333			
SOCIOLOGY	+	1	+	18358				+	3	+	24119			
SOCIAL SCIENCES - OTHER	+	+	+	+				+	6	+	23473			

continued

WCPA REGIONAL Report No. 3 APRIL 1989

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/1/89 THROUGH 4/5/89							CUMULATIVE PERIOD 9/1/88 THROUGH 4/5/89						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	12	+	$33922				+	16	+	$33762			
AGRICULTURAL	+	+	+	+				+	+	+	+			
BIOENGINEERING & BIOMEDIC	+	2	+	34766				+	4	+	33633			
CHEMICAL	+	36	+	36381				+	57	+	36103			
CIVIL	+	35	+	30832				+	59	+	29917			
COMPUTER	+	17	+	36290				+	32	+	35686			
ELECTRICAL/ELECTRONIC	+	91	+	35808				+	185	+	35653			
INDUSTRIAL	+	16	+	34238				+	31	+	34890			
MECHANICAL	+	71	+	35044				1	146	$47652	35135	*	*	*
METALLURGICAL	+	5	+	35400				+	20	+	34287			
MINING & MINERAL	+	+	+	+				+	6	+	31257			
NUCLEAR	+	1	+	37200				+	1	+	37200			
PETROLEUM	+	7	+	37657				+	19	+	39097			
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				+	4	+	27428			
HEALTH SCIENCES	+	+	+	+				+	7	+	21837			
NURSING	+	+	+	+				+	1	+	25000			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	1	+	21800				+	2	+	22400			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	+	+	+			
BIOLOGICAL	+	+	+	+				+	3	+	22905			
CHEMISTRY	+	9	+	34031				+	20	+	32614			
COMPUTER SCIENCE														
COMPUTER SCIENCE	+	41	+	37405				2	83	35175	35707	*	*	*
SCIENCES														
GEOLOGY & RELATED GEOLOGI	+	5	+	31582				+	30	+	30540			
MATHEMATICS (INCL ACTUARI	+	1	+	34000				1	13	31044	29557	*	*	*
PHYSICS	+	1	+	29000				+	2	+	30508			
POLYMER	+	+	+	+				+	4	+	30330			
TOTALS	+	589						4	1409					

Master's Degree Candidates - Experience[1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 3/1/89 THROUGH 4/5/89

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH
OVER 1 TO 2 YEARS							
MBA--NON-TECH	+	114	+	$46065			
MBA--TECH	+	33	+	47039			
OVER 2 TO 4 YEARS							
MBA--NON-TECH	+	96	+	45356			
MBA--TECH	+	47	+	49158			
OVER 4 YEARS							
MBA--NON-TECH	+	109	+	47095			
MBA--TECH	+	50	+	50008			
TOTALS	+	449					

CUMULATIVE PERIOD 9/1/88 THROUGH 4/5/89

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH
OVER 1 TO 2 YEARS							
MBA--NON-TECH	+	189	+	$43185			
MBA--TECH	+	55	+	47240			
OVER 2 TO 4 YEARS							
MBA--NON-TECH	1	179	$19430	44005	*	*	*
MBA--TECH	+	96	+	49967			
OVER 4 YEARS							
MBA--NON-TECH	+	180	+	45075			
MBA--TECH	+	85	+	49909			
TOTALS	1	784					

1 Years of previous full-time, nonmilitary employment
* Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 3/1/89 THROUGH 4/5/89

CUMULATIVE PERIOD 9/1/88 THROUGH 4/5/89

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	+	+	+				1	4	$55000	$51125	*	*	*
EDUCATION														
EDUCATION ADMINISTRATION	+	3	+	$29333				+	6	+	35517			
HUMANITIES & SOCIAL SCIENCES														
ECONOMICS	+	+	+	+				+	+	+	+			
ENGLISH	+	+	+	+					1	+	20000			
FOREIGN LANGUAGES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	2	+	41500				+	4	+	32500			
SOCIOLOGY	+	+	+	+				+	+	+	+			
ENGINEERING														
AEROSPACE	+	+	+	+				1	7	51180	50711	*	*	*
CHEMICAL	+	31	+	47702				+	55	+	46889			
CIVIL	+	+	+	+				+	2	+	31200			
COMPUTER	+	+	+	+				+	2	+	52500			
ELECTRICAL/ELECTRONIC	+	9	+	46646				+	16	+	44170			
MECHANICAL	+	4	+	44200				+	4	+	44200			
METALLURGICAL	+	1	+	52000				+	3	+	47073			
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	1	+	43400				+	1	+	43400			
BIOLOGICAL	+	+	+	+				+	+	+	+			
CHEMISTRY	+	25	+	43793				+	48	+	43463			
GEOLOGICAL SCIENCES	+	2	+	31536				+	4	+	33468			
MATHEMATICS	+	+	+	+				+	+	+	+			
PHYSICS	+	4	+	43548				+	7	+	42456			
POLYMER	+	+	+	+				+	2	+	42900			
TOTALS	+	82						2	166					

* Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS APRIL 1989 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	FINANCE
ACCOUNTING	24125 97 29904/21000			24999 4					24000 2
BUSINESS ADMIN (INCL MGMT	25460 3			15000 1		22500 1	22710 2		22500 1
ECONOM & FINANCE (BANKING	24252 2			21900 4		21600 1			19113 8
HUMAN RSRCS (incl LABOR R							24000 1		
MARKETING/MARK MGMT (RESR	26000 1	20000 1		17400 3		22000 2	25782 2		18000 3
COMMUNICATIONS									22000 1
JOURNALISM						18000 1			19000 1
LETTERS (incl English, Li									19000 1
VISUAL & PERFORMING ARTS				16800 1				10000 1	
HUMANITIES - OTHER									22000 1
POLITICAL SCIENCE/GOVT									21000 1
SOCIOLOGY						19200 1			
AGRICULTURAL			15360 1						
ARCHITECTURAL			21039 4						
CIVIL								28572 1	
MECHANICAL								30000 1	
AGRIBUSINESS					18480 1				
COMPUTER SCIENCE						36500 1	28260 5		
INFORMATION SCIENCES & SY	22500 1								
ARCHITECTURAL & ENVIRONME			26096 10						

AVERAGE SALARY OFFERS APRIL 1989 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING	REAL ESTATE
ACCOUNTING					24225 4			24000 1	23800 1
BUSINESS ADMIN (INCL MGMT			18000 1		20400 3	16800 1		15000 1	18000 1
ECONOM & FINANCE (BANKING	22000 1		22000 2		26500 2				
HOTEL/RESTAURANT MGMT.	20750 4	19249 4							
HUMAN RSRCS (incl LABOR R					27233 3	13500 2			15600 1
MARKETING/MARK MGMT (RESR	19000 2		20998 2		20683 29 24000/18000			19920 2	
REAL ESTATE									19500 4
COMMUNICATIONS					19467 3				
JOURNALISM					18800 2				
MERCHANDISING MANAGEMENT					19275 4				
LETTERS (incl English, Li					19467 3				
VISUAL & PERFORMING ARTS									15360 1
HUMANITIES - OTHER						18000 1			
CRIMINAL JUSTICE			22000 1						
POLITICAL SCIENCE/GOVT					20000 1				
PSYCHOLOGY			21000 1		13000 1				
CIVIL							24400 2		
INDUSTRIAL		14400 1							

AVERAGE SALARY OFFERS APRIL 1989 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	OTHER SERVICE	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING		19000 2	28550 2			19293 19	23200 7		21948 1
BUSINESS ADMIN (INCL MGMT		31100 2			21000 1	19430 1			
ECONOM & FINANCE (BANKING			23000 1	21600 1		19430 1			
MARKETING/MARK MGMT (RESR				22000 2		12600 1			24000 1
REAL ESTATE		21000 1							
COMMUNICATIONS						16300 1			
JOURNALISM							30000 1		
PHYSICAL EDUCATION					21600 1				
LETTERS (incl English, Li					22000 1				
VISUAL & PERFORMING ARTS									17000 1
HUMANITIES - OTHER					15000 1	15000 1	24000 1		
HISTORY					19800 1				
POLITICAL SCIENCE/GOVT							18000 1		
PSYCHOLOGY					28000 1		20976 1		
CIVIL		27480 1	26506 2	27996 1			27510 17		
COMPUTER							30216 1		
ELECTRICAL/ELECTRONIC			37720 5	28800 1		22427 10	26300 4		
INDUSTRIAL			31200 1	31200 1					
MECHANICAL	29640 1		31500 3			22117 4	27300 4		
COMPUTER SCIENCE	28260 3				21600 1				
NURSING						20000 1		26545 5	
BIOLOGICAL									18700 1

AVERAGE SALARY OFFERS APRIL 1989 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING					25500 2				
BUSINESS ADMIN (INCL MGMT	21600 1								
ECONOM & FINANCE (BANKING					29400 1				
MANAGEMENT INFO SYSTEMS					19800 1				
MARKETING/MARK MGMT (RESR							36000 1		26600 1
HUMANITIES - OTHER									28000 1
POLITICAL SCIENCE/GOVT					25200 1				
PSYCHOLOGY			14400 1						
SOCIOLOGY			18000 1						
AEROSPACE & AERONAUTICAL					29458 7				
CHEMICAL									32960 4
CIVIL								25800 4	
ELECTRICAL/ELECTRONIC					29112 8		24342 1		
INDUSTRIAL					27900 1				
MECHANICAL					29684 13		29400 1	26880 1	
METALLURGICAL							31992 1		
ENGINEERING TECHNOLOGY					29011 11			28398 2	
INDUSTRIAL TECHNOLOGY					29200 1				28970 2
AGRIBUSINESS						19225 2			
NATURAL RESOURCES									22800 1
COMPUTER SCIENCE					30039 5			26000 2	23000 1
MATHEMATICS					30120 2				
OTHER PHYSICAL & EARTH SC									18000 1

AVERAGE SALARY OFFERS APRIL 1989 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING	25800 1		34800 1						24632 19
BUSINESS ADMIN (INCL MGMT	23800 1								
ECONOM & FINANCE (BANKING		23132 3							22500 2
HUMAN RSRCS (incl LABOR R	22000 1	26280 1							
MANAGEMENT INFO SYSTEMS	30708 3								
MARKETING/MARK MGMT (RESR	23300 3	27600 1	23037 3	24187 1			20000 1		
COMMUNICATIONS		29400 1	26250 2	24000 1					
PHYSICAL EDUCATION		36000 1							
SOCIOLOGY	32000 1								24000 1
COMPUTER	31560 1								
ELECTRICAL/ELECTRONIC	32736 6	32044 23 34000/30480	35700 1	33000 1					32196 2
INDUSTRIAL							32400 1		
MECHANICAL	30900 2	32007 5							36360 1
PETROLEUM									38100 1
ENGINEERING TECHNOLOGY	32004 1	26760 1							
INDUSTRIAL TECHNOLOGY		25800 2							
AGRIBUSINESS			24500 1						
COMPUTER SCIENCE	30635 23 38100/28800	25700 2	24500 1						28000 4
INFORMATION SCIENCES & SY	31125 4								
MATHEMATICS	26550 4								

AVERAGE SALARY OFFERS APRIL 1989 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI
BUSINESS ADMIN (INCL MGMT					23004 1	25200 1
MARKETING/MARK MGMT (RESR	18000 1					
POLITICAL SCIENCE/GOVT	19200 1					
CHEMICAL						30900 1
ELECTRICAL/ELECTRONIC			27000 1			
MECHANICAL			24330 2			

AVERAGE SALARY OFFERS — APRIL 1989 WCPA REGIONAL CUMULATIVE REPORT — Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/EMPLOYER — CUMULATIVE PERIOD 9/1/88 THROUGH 4/5/89 — 90th: 22080 / 10th: 18330 — PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	FINANCE
BACHELOR - NON TECHNICAL	24184 103 29904/21000	20000 1		20892 13		20883 6	24197 5	10000 1	20021 19
BACHELOR - TECHNICAL	22500 1		24032 15		18480 1	36500 1	28260 5	29286 2	

CURRICULUM	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING	REAL ESTATE
BACHELOR - NON TECHNICAL	20429 7	19249 4	20999 7		21038 55 42000/18000	15450 4		19710 4	18845 8
BACHELOR - TECHNICAL		14400 1					24400 2		

CURRICULUM	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	OTHER SERVICE	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL		24240 5	26700 3	21867 3	21233 6	18722 24 22700/16300	23216 11		20983 3
BACHELOR - TECHNICAL	28605 4	27480 1	33392 11	29332 3	21600 1	22182 15	27396 26 31440/26400	26545 5	18700 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	21600 1		16200 2		25080 5		36000 1		27300 2
BACHELOR - TECHNICAL					29409 48 36000/27500	19225 2	28578 3	26542 9	28176 9

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	26562 10	26954 7	26069 6	24094 2			20000 1		24409 22 25000/23500
BACHELOR - TECHNICAL	30661 41 38100/27600	31116 33 37480/28000	28233 3	33000 1			32400 1		31357 8

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI
BACHELOR - NON TECHNICAL	18600 2				23004 1	25200 1
BACHELOR - TECHNICAL			25220 3			30900 1

AVERAGE SALARY OFFERS APRIL 1989 WCPA REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

PART 1 - PAGE 1

BY CURRICULUM/FUNCTION

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	23852 105 29904/20000	24296 36 31200/21948	33600 1						22711 9
BUSINESS ADMIN (INCL MGMT	25460 3				22500 1				
ECONOM & FINANCE (BANKING	24540 5	21300 2		18000 1					21060 10
MARKETING/MARK MGMT (RESR		30000 1	19500 2	13200 1					19332 3
VISUAL & PERFORMING ARTS				16800 1					
PETROLEUM		38100 1							
COMPUTER SCIENCE									28500 1

AVERAGE SALARY OFFERS APRIL 1989 WCPA REGIONAL CUMULATIVE REPORT

Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION 90th: 22080 / 10th: 18330 PART 2 - PAGE 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	MARKET RESEARC	SALES	DESIGN/GRAPHIC	MEDIA PLANNING
ACCOUNTING							18000 1		
BUSINESS ADMIN (INCL MGMT				22333 3	23250 2		25573 3		
ECONOM & FINANCE (BANKING	23250 2			21500 2	23000 1		19000 2		
HUMAN RSRCS (incl LABOR R					19850 2		17000 3		
MARKETING/MARK MGMT (RESR				20753 8	22302 5	19541 4	22680 15		
REAL ESTATE							19500 4		
COMMUNICATIONS					24000 1		24833 3		29400 1
PHYSICAL EDUCATION							36000 1		
LETTERS (incl English, Li				19000 1			20400 1		
HUMANITIES - OTHER							28000 1		
CRIMINAL JUSTICE		22000 1							
POLITICAL SCIENCE/GOVT				19200 1					
PSYCHOLOGY		21000 1					13000 1		
AGRICULTURAL								15360 1	
ELECTRICAL/ELECTRONIC							29100 2		
MECHANICAL						30000 1	28200 1		
AGRIBUSINESS		18480 1					18875 2		
NATURAL RESOURCES							22800 1		
COMPUTER SCIENCE							31800 1		
OTHER PHYSICAL & EARTH SC							18000 1		

AVERAGE SALARY OFFERS APRIL 1989 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ON-AIR REPORTI	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT	EXECUTIVE, LEG	FINANC,TAXA, M	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY
ACCOUNTING						20154 5		18175 4	
BUSINESS ADMIN (INCL MGMT			15000 1						
ECONOM & FINANCE (BANKING						22000 1			
JOURNALISM			19300 2	18000 1				30000 1	
HUMANITIES - OTHER					15000 1			24000 1	
SOCIOLOGY			24000 1						
COMPUTER SCIENCE						23000 1			

AVERAGE SALARY OFFERS APRIL 1989 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	NATIONAL SECUR	URBAN / REGION	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/
ACCOUNTING			34800 1						
BUSINESS ADMIN (INCL MGMT				21000 1					
REAL ESTATE		21000 1							
HISTORY			19800 1						
POLITICAL SCIENCE/GOVT			25200 1						
PSYCHOLOGY				17688 2					
SOCIOLOGY			18000 1						
CHEMICAL									32820 1
CIVIL		27480 1						26634 13	27910 11
ELECTRICAL/ELECTRONIC								29513 9	
INDUSTRIAL								14400 1	
MECHANICAL								27597 10	25232 2
ENGINEERING TECHNOLOGY								28800 1	
COMPUTER SCIENCE									33000 1

AVERAGE SALARY OFFERS APRIL 1989 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION

Sample Block: Average: 20250 706 # of Offers

90th: 22080 / 10th: 18330

CURRICULUM	MANUFACTURING/		SYSTEMS / PROG		POWER SYSTEMS		SOFTWARE DESIG		HARDWARE DESIG		RESEARCH & DEV		TESTING		PROCESS ENGINE		OTHER ENGINEER	
AEROSPACE & AERONAUTICAL	28917	4									30996	1			29770	2		
CHEMICAL											32820	1			32367	3		
CIVIL	24000	2													27996	1		
COMPUTER											31560	1						
ELECTRICAL/ELECTRONIC	30795	15			34968	7			29740	2	31186	7	30587	12	28833	5	32760	1
INDUSTRIAL	30150	2											31200	1				
MECHANICAL	30332	10	27500	1	28050	2	30000	1			25148	3			36360	1	31496	5
METALLURGICAL	31992	1																
ENGINEERING TECHNOLOGY	29801	8											31716	1	30000	1	25920	3
INDUSTRIAL TECHNOLOGY	26933	3											29940	1	28000	1		
COMPUTER SCIENCE	32928	2	26850	2			31285	7	30550	2			28800	1	28596	1		
INFORMATION SCIENCES & SY													26400	1				
MATHEMATICS							30120	1	24660	2					30000	1		

AVERAGE SALARY OFFERS APRIL 1989 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA
ACCOUNTING									15000 1
BUSINESS ADMIN (INCL MGMT								20715 2	19817 6
ECONOM & FINANCE (BANKING									23677 3
HOTEL/RESTAURANT MGMT.									20000 8
HUMAN RSRCS (incl LABOR R								21293 3	42000 1
MANAGEMENT INFO SYSTEMS	25212 2	30750 2							
MARKETING/MARK MGMT (RESR							24550 2		20645 22 24000/18000
COMMUNICATIONS									18675 4
JOURNALISM									18000 1
MERCHANDISING MANAGEMENT									19275 4
LETTERS (incl English, Li									19000 2
VISUAL & PERFORMING ARTS									12680 2
HUMANITIES - OTHER									18333 3
POLITICAL SCIENCE/GOVT									19667 3
SOCIOLOGY							19200 1		
ARCHITECTURAL						21039 4			
COMPUTER	30216 1								
ELECTRICAL/ELECTRONIC									15118 3
INDUSTRIAL									31200 1
MECHANICAL							30000 1		
ENGINEERING TECHNOLOGY									27996 1
AGRIBUSINESS					25200 1				
COMPUTER SCIENCE	27843 15	33693 3	28822 10						

AVERAGE SALARY OFFERS APRIL 1989 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA
INFORMATION SCIENCES & SY	22500 1	32700 3							
ARCHITECTURAL & ENVIRONME						26096 10			
MATHEMATICS			30000 1						

AVERAGE SALARY OFFERS APRIL 1989 WCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MATH/STATISTIC	NURSES / PERSO	OTHER HEALTH R	PARALEGAL	PERFORMING ART	RESEARCHERS NO	RESEARCHERS -	TEACHING
BUSINESS ADMIN (INCL MGMT								21600 1
PHYSICAL EDUCATION								21600 1
LETTERS (incl English, Li								22000 1
VISUAL & PERFORMING ARTS					17000 1			
PSYCHOLOGY								28000 1
SOCIOLOGY						32000 1		
COMPUTER SCIENCE								21600 1
NURSING		25454 6						
BIOLOGICAL						18700 1		
MATHEMATICS	27000 1							

AVERAGE SALARY OFFERS APRIL 1989 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/88 THROUGH 4/5/89 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	23925 113 29904/20000	24288 39 31200/21000	24200 3	16000 3	22500 1				21500 22 29400/18000
BACHELOR - TECHNICAL		38100 1							28500 1

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	MARKET RESEARC	SALES	DESIGN/GRAPHIC	MEDIA PLANNING
BACHELOR - NON TECHNICAL	23250 2	21500 2		20948 15	22247 11	19541 4	22109 35 40000/16800		29400 1
BACHELOR - TECHNICAL		18480 1				30000 1	24594 8	15360 1	

CURRICULUM	ON-AIR REPORTI	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT	EXECUTIVE, LEG	FINANC,TAXA, M	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY
BACHELOR - NON TECHNICAL			19400 4	18000 1	15000 1	20462 6		21117 6	
BACHELOR - TECHNICAL						23000 1			

CURRICULUM	NATIONAL SECUR	URBAN / REGION	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/
BACHELOR - NON TECHNICAL		21000 1	24450 4	18792 3					
BACHELOR - TECHNICAL		27480 1						27383 34 34272/24400	28219 15

CURRICULUM	MANUFACTURING/	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	OTHER ENGINEER
BACHELOR - NON TECHNICAL									
BACHELOR - TECHNICAL	29921 47 37480/25580	27067 3	33431 9	31012 9	28317 6	29932 13	30300 17	30110 16	29778 9

CURRICULUM	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA
BACHELOR - NON TECHNICAL	25212 2	30750 2					22767 3	21062 5	20138 60 42000/16300
BACHELOR - TECHNICAL	27668 17	33197 6	28929 11		25200 1	24651 14	30000 1		20910 5

CURRICULUM	MATH/STATISTIC	NURSES / PERSO	OTHER HEALTH R	PARALEGAL	PERFORMING ART	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL					17000 1	32000 1		23300 4
BACHELOR - TECHNICAL	27000 1	25454 6				18700 1		21600 1

AVERAGE SALARY OFFERS APRIL 1989 WCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 3/1/89 THROUGH 4/5/89 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	FINANCE
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING	REAL ESTATE
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	OTHER SERVICE	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH									
MBA--TECH									

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI
MBA--NON-TECH						
MBA--TECH						